

VII. STATE LIBRARIAN'S REPORT

C.2. Merit Distribution Matrices – Information Item

Consistent with the legislative directives in our FY2008 appropriation bill (SB1200, Section 4), \$80,000 (state) and \$8,700 (federal) in salary savings from vacant positions is being distributed to staff as short term merit. The matrix below was used to determine the percent increase for each employee.

The ranges of percentages in the first column represent the percent of market rate of pay of the individual, with market being 100%. The four columns under "Performance" represent the rating for the most recent evaluation period.

An employee paid at 85% of market (last row) with an "Exemplary" rating (last column) is receiving short term merit equivalent to a 25.4% hourly increase in each of 5 pay periods. One paid at 105% of market with a "Meets Expectations" rating is receiving a 23.0% increase.

ICFL FY2008 Pay Matrix for salary savings

| Performance Ratings | | Does not meet expectations | Meets expectations | Solid sustained performance | Exemplary performance |
|----------------------|--------------|----------------------------|--------------------|-----------------------------|-----------------------|
| | | 0% | 13% | 32% | 55% |
| | | Performance | | | |
| | | Does not meet expectations | Meets expectations | Solid sustained performance | Exemplary performance |
| Market (Compa-Ratio) | 113% -- 125% | 0% | 23.0% | 24.2% | 24.7% |
| | 100% -- 112% | 0% | 23.0% | 24.5% | 25.0% |
| | 88% -- 99% | 0% | 24.3% | 24.8% | 25.2% |
| | 75% -- 87% | 0% | 24.4% | 24.9% | 25.4% |

Distribution Breakdown

| | |
|-------------|-------|
| Performance | 60.0% |
| Market | 40.0% |



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Consistent with our FY2009 appropriation bill (HB571) and the legislative directives in House Concurrent Resolution 049, \$48,900 in the general fund and \$5,100 in the federal fund (3% of the personnel appropriation) will be distributed to staff as permanent merit increases beginning with the first pay period in FY2009. The matrix below is an example of the one that will be used to determine the percent increase for each employee. We will not have the final matrix until after DFM's change in employee compensation (CEC) meeting on April 25, 2008.

FY2009 Pay Matrix for change in employee compensation (CEC)

| Estimated Performance Ratings | | Does not meet expectations | Meets expectations | Solid sustained performance | Exemplary performance |
|-------------------------------------|--------------|-------------------------------|-----------------------|--------------------------------|--------------------------|
| | | 0% | 20% | 40% | 40% |
| | | Performance | | | |
| | | Does not meet expectations | Meets expectations | Solid sustained performance | Exemplary performance |
| Market (Compa- Ratio) | 116% -- 125% | 0% | 1.20% | 2.20% | 2.90% |
| | 101% -- 115% | 0% | 1.70% | 2.50% | 3.10% |
| | 91% -- 100% | 0% | 2.30% | 2.80% | 3.30% |
| | 75% -- 90% | 0% | 2.40% | 3.00% | 3.50% |

Distribution Breakdown

| | |
|-------------|-------|
| Performance | 60.0% |
| Market | 40.0% |